



REQUEST FOR ASSISTANCE (RFA) INTAKE INTERVIEW LOG

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| Date: 3/21/2012 | Interviewer: Sue Guenter-Schlesinger | RFA #12 – 04 |
| Person(s) Requesting Assistance: [REDACTED] | | |
| Contact Numbers (telephone, e-mail, etc.): | | |
| Status of Person(s) Interviewed (title, position, student status, etc.): | | |
| Requested Assistance Pertaining To (name, position, policy, project, etc.) | | |
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To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☒ Female ☐ Administrator ☐ Faculty ☐ Staff X Student ☐
 Respondent (if app.): Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

Complaint Category: *(Please check at least one)*

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|---|--|---|---|--------------------------------------|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Employment |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Veteran Status | |

| Time Line | | |
|-----------|--|---|
| Date | Item | Comments |
| 3/19/12 | Email from Chyerl to Sue | Chyerl met with Rich on Friday and will meet with [REDACTED] and [REDACTED] today, and will then update Sue. The conversation on Friday went well as did her conversation with [REDACTED]. |
| 3/21/12? | Sue and Laura Eckert t/c from Chyerl Wolfe-Lee | <p>Chyerl talked to [REDACTED] and [REDACTED] together. [REDACTED] heard inappropriate EO comments re: gender and religion made by someone in [REDACTED]. He will not identify who said them. Chyerl said it would be appropriate for EO to do training, but only to the [REDACTED].</p> <p>Chyerl asked if EO had heard about the posting of a "gay comment" on a locker, which EO had not heard about. Chyerl said that [REDACTED] took his crew of [REDACTED], brought them into a room, asked them to put their [REDACTED] down, and said even if they think it's acceptable, it's not, and if it doesn't stop they'll be walking out. That event occurred about two months ago, and [REDACTED] followed up with individual conversations with each officer.</p> <p>[REDACTED] is not willing to share any information with [REDACTED]. He doesn't feel he's being discriminated against.</p> |

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| | Sue talked with Chyerl | Chyerl reports that [REDACTED] concerns are organizational in nature and that he cannot point to any specifics regarding race, reiterated that [REDACTED] does not want to talk to EO. |
| 3/27/12 | Sue, Laura E meet with [REDACTED] | [REDACTED] met with all [REDACTED] very clearly said no tolerance of inappropriate talk/actions, reinforced policies. EO will do training later this spring for [REDACTED]. |
| 5/10/12 | Emails between [REDACTED] and [REDACTED] forwarded by [REDACTED] to Sue | On 5/9/2012 [REDACTED] emailed [REDACTED] regarding an inappropriate joke made by colleagues about [REDACTED]. [REDACTED] discussed the stress this caused him, and explained that it has made him feel alone at work. A counselor helped [REDACTED] develop a plan for dealing with people at work, which was working well until last week. [REDACTED] said he feels [REDACTED] aren't concerned with reprisal for their comments as long as they don't get back to [REDACTED]. [REDACTED] says he knows [REDACTED] wouldn't accept such behavior, that it is hard being one of the only minorities in the building, and that he doesn't have anyone he feels safe talking to in confidence about this. [REDACTED] says he values being part of a team and understands his role on the team, and is hurt that others feel free to say some of the things they say. [REDACTED] responds to [REDACTED] thanking him for letting him know what he's going through and says he wants the workplace be safe and supportive of everyone. [REDACTED] would like more specific information from [REDACTED] so that he can address the "inappropriate and hurtful behaviors." [REDACTED] says [REDACTED] is "an extremely valuable" part of the team. |
| 5/27/12 | Sue conversation with [REDACTED] | [REDACTED] has issues with two direct reports that have issues with him having been chosen as the supervisor. A former [REDACTED] is one of his direct reports, and this person is not keen on supervision. |
| | | HR continues to work with the [REDACTED] and [REDACTED] to resolve concerns. |